



**Office of Clinical Research
First Friday**

**Unconscious Bias and its
impact in the Workplace**

Friday, February 4th, 2022

**next
lives
here**



Learning Objectives:

- 1) Define how Bias and Unconscious Bias impact our workplace behaviors**
- 2) Examine how well-meaning people engage in Unconscious Bias**
- 3) Identify Strategies and actions for managing our Unconscious Bias**

Target Audience:

Clinical Research Professionals (CRPs) at UC/H and Cincinnati Children's Hospital Medical Center (CCHMC): including Principal Investigators (PIs), Research Nurses (RNs), Critical Care Unit Nurses (RNs), Pharmacy Technicians and Regulatory Specialists.

**next
lives
here**

Off-Label Disclosure Statement:

Faculty members are required to inform the audience when they are discussing off-label, unapproved uses of devices and drugs. Physicians should consult full prescribing information before using any product mentioned during this educational activity.

Learner Assurance Statement

The University of Cincinnati is committed to mitigating all conflicts of interest issues that could arise as a result of prospective faculty members' relationships with ineligible companies. The University of Cincinnati is committed to retaining only those speakers with financial interests that can be mitigated as they relate to the goals and educational integrity of the CME activity.

Accreditation Statement for Directly Sponsored Activity

The University of Cincinnati is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians.

The University of Cincinnati designates this live activity for a maximum of 1 *AMA PRA Category 1 Credit*[™]. Participants should claim only the credit commensurate with the extent of their participation in the activity.

CRPs, NPs, PAs, and RNs can count activities certified for *AMA PRA Category 1 credit*[™] for professional credit reporting purposes. Other healthcare professionals should inquire with their certifying or licensing boards.

Disclaimer Statement

The opinions expressed during the live activity are those of the faculty and do not necessarily represent the views of the University of Cincinnati. The information is presented for the purpose of advancing the attendees' professional development.

**next
lives
here**

Speaker Disclosure:

In accordance with the ACCME Standards for Integrity and Independence and the University of Cincinnati policy, all faculty, planning committee members, and other individuals, who are in a position to control content, are required to disclose all relationships with ineligible companies (commercial interest) within the last 24-months. All educational materials are reviewed for fair balance, scientific objectivity, and levels of evidence. The ACCME requires us to disqualify individuals who refuse to provide this information from involvement in the planning and implementation of accredited continuing education. The following disclosures were made:

Planning Committee Members:

- Maria Stivers, MS, CIP; Course Director – No Relevant Relationships
- Nathaniel L. Harris, BS, Course Coordinator – No Relevant Relationships
- Zachary Johnson, BS – No Relevant Relationships
- Heather Muskopf, CME Program Manager – No Relevant Relationships

Speaker:

Chaderick O. Johnson

Senior Director

UC Health Office of Diversity, Equity, And Inclusion

No Relevant Relationships

**next
lives
here**

February 2022 Study of the Month #1

Child Depression

Child Depression Study

What

The purpose of this clinical research study is to evaluate the effectiveness of vortioxetine in preventing the relapse of depression in children.

Who

Children 7–11 years of age who are affected by depression and are still experiencing symptoms.

Pay

Participants will receive compensation for their transportation and/or time for study visits. All study visits, tests, and procedures will be provided at no cost to participants.

Details

For more information, contact Emily Baltes-Thompson at (513) 558-3952 or baltesec@ucmail.uc.edu.



02-18 IRB # 2021-0164



next
lives
here

University of
CINCINNATI

February 2022 Study of the Month #2

Type 1 Diabetes Study

Adults with Type 1 Diabetes Needed for a Research Study

What

The purpose of this research study is to determine how not eating (fasting) impacts the ability to respond to low blood sugar in people with type 1 diabetes (T1D).

Who

Adult males and females, ages 21-40, with type 1 diabetes may be eligible to participate in this research study. Participants must have had diabetes for 5+ years and must not be obese or pregnant.

Pay

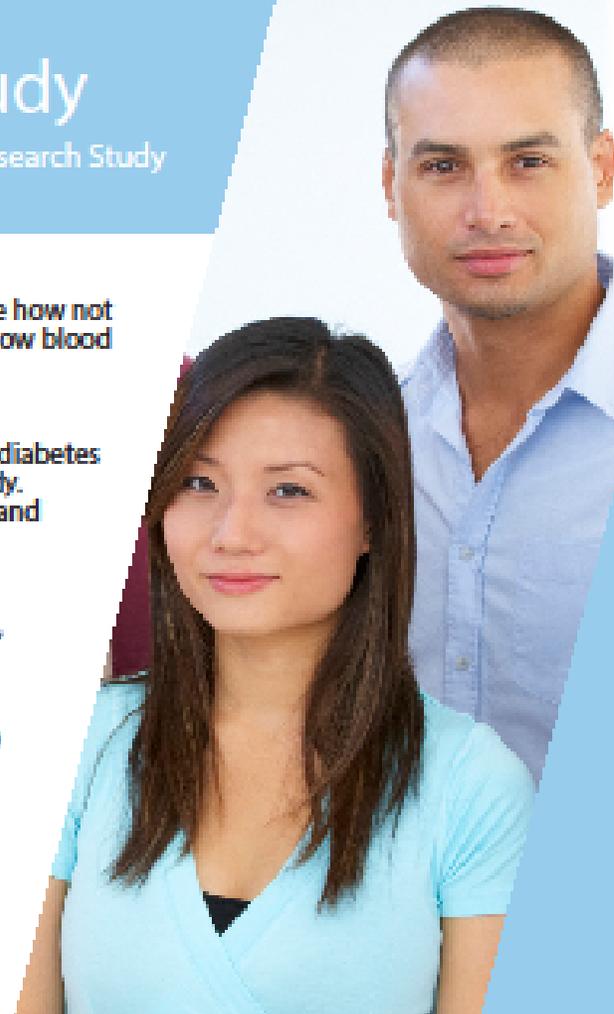
Participants may receive up to \$400 for their time, effort, and travel.

Details

For more information, contact Shana Warner, PhD at warners3@ucmail.uc.edu or (513) 558-5545, or Jason Winnick, PhD at jason.winnick@uc.edu or (513) 558-4437.

 UC Health.

04-21 CCHMC IRB# 2019-0816



next
lives
here

University of
CINCINNATI 



We are excited to announce the launch of the UC Office of Clinical Research site on Bearcats Landing!
Visit Bearcats Landing by entering my.uc.edu into your web browser (UC login required).

**next
lives
here**



Special OCR Town Hall Lunch & Learn Sessions



Thursday, August 17th, 2022, 12:00noon - 1:00pm
Virtual Presentation

Effective Corrective and Preventative Action Plans

This presentation discusses the importance of root-cause analysis, process development, and error-proofing in creating effective corrective and preventative action plans. Participants are invited to come with examples of errors in the research process to facilitate discussion of the presentation's key concepts.

Amy Diane Short, MHSA

Assistant Professor
Acting Program Director Master of Health Administration
College of Allied Health Sciences
University of Cincinnati

**next
lives
here**



Today's Presentation:

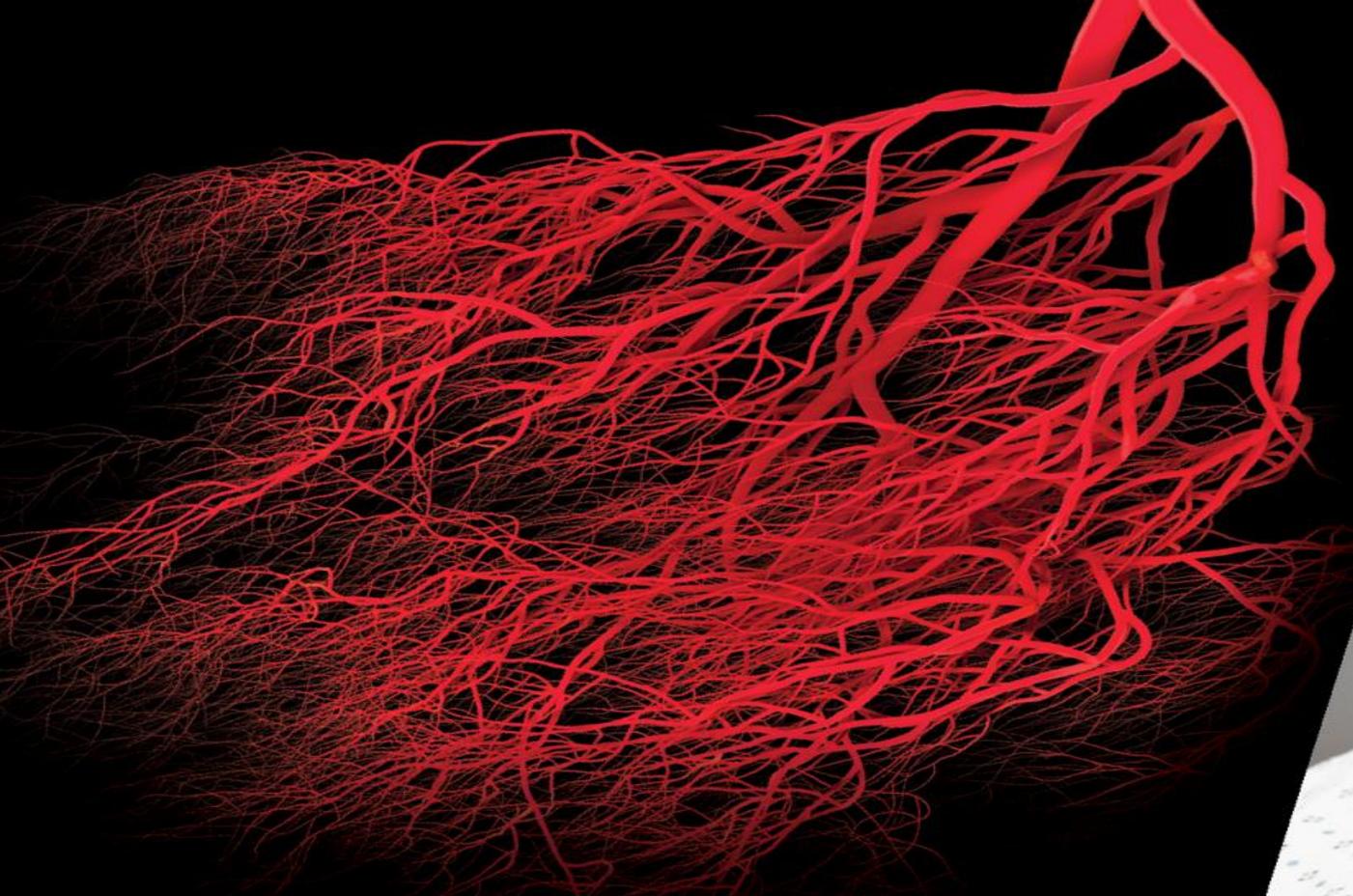
**Unconscious Bias and its impact in the
Workplace**

Chad O. Johnson

Senior Director

UC Health Office of Diversity, Equity, And Inclusion

**next
lives
here**



UW Health[™]

IN SCIENCE LIVES HOPE.

Unconscious Bias and its Impact
in the Workplace

Chad Johnson

Objectives:

- Define Bias and how Unconscious Bias can impact our behaviors
- Examine how well-meaning people engage in UB
- Identify strategies and action for managing our UB

Foundational rules for today:

Keep an open mind

Listen – suspend judgement

Engage, participate

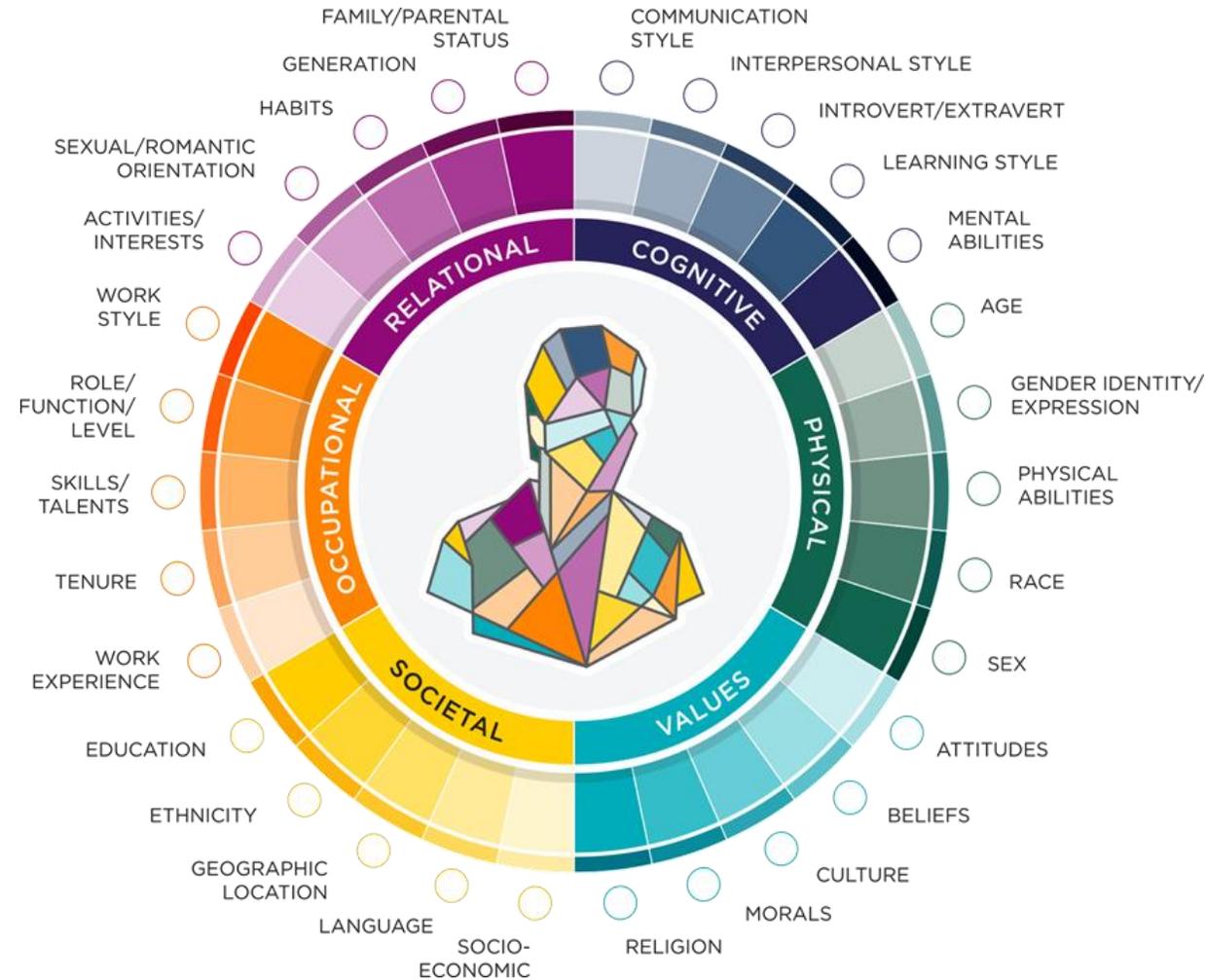
Stay in the present

Bias

- Bias is a slant or prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

When we are aware of our bias, that's conscious bias, when we are not aware, that's unconscious bias – and that's dangerous.

Unconscious or unintended bias is embedded in our feelings and beliefs and influences our behaviors and decision-making without our realization.





Quick Exercise!

- I will share six descriptions of people
- My ask of you is to jot down the first word or phrase that comes to your mind
- I'll give you about 10-15 seconds for each description
- We'll pause and have a few minutes to openly share

A person in a wheelchair

A Veteran

A single mother with 3 children

A person who smokes cigarettes

A single father with 3 children

A 6' 5" black male

Pause and have some dialogue

1. Did you find certain responses coming to mind immediately?
2. Where do those responses come from?
3. If unchecked, how can they impact our actions?

A person in a wheelchair

A Veteran

A single mother with 3 children

A person who smokes cigarettes

A single father with 3 children

A 6' 5" black male



Human beings, at some level need bias to survive

- Danger Detector – we go out into the world every day and make decisions about what is safe or not, appropriate or not
- When an object, animal, or person is assessed to be dangerous, a “fight or flight” fear response occurs
- “It’s better to be safe than sorry”. Survival standpoint is not a negative trait – it is a necessary one
- We learn that “unfamiliar” = dangerous...



1. Culture
2. Brain





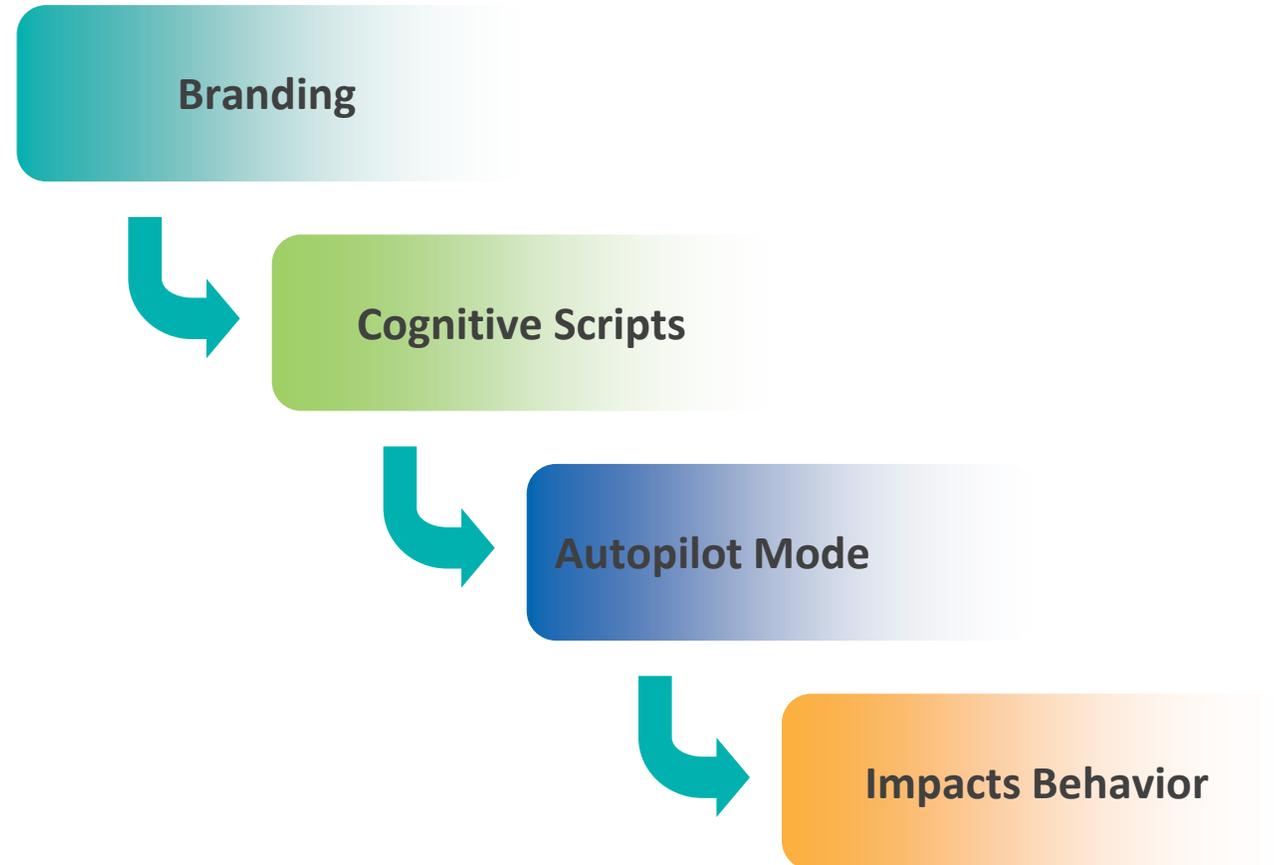
Culture:

Imprinting Stage

- What we were taught
- Our Environment
- Repeated Experiences
- Significant Emotional Experiences
- Recent Experiences

Brain:

- Based on experiences, your brain goes into autopilot mode
- When I see X, I associate it with a past lived experience
- Often not intentional



- Feeling of discomfort resulting from having two different conflicting beliefs
- We try to hold on to incongruent or inconsistent beliefs and attitudes – even when we learn they are wrong!
- Dissonance means “a lack of harmony”, things don’t match up, internal conflict... (and we don’t like it either – so we want to get out of it.)
- Examples...

Block approach:

- Easier and less energy extended
- Is a form of closed-mindedness
- Does not have to be formally practiced – we are often unaware we are doing it

Entertain New Ideas approach

- Give information a chance and consider (play with) multiple perspectives.
- Does not require you to accept the information right away.
- Lets you imagine how things might be different if the information were true.
- Lets you practice “What If”

- Recruiting
- Mentoring
- Succession planning
- Making job assignments
- Giving employees developmental opportunities
- Relationship with leadership
- Customer and Patient interactions / relationships
- Listening to other ideas and suggestions

1. We tend to favor our own groups and their members while we discredit, belittle, or discriminate against groups to which we do not belong.
2. Even though we have groups with which we are uncomfortable, we tend to criticize others for feeling uncomfortable with our own group.
3. We create “micro-inequities” (those “little slights” that can occur day to day).
4. May cause us to move towards that which is similar to oneself and away from what is different.
5. While we work hard to remove conscious bias through our DE&I initiatives and HR processes, unconscious bias can work behind the scenes, undermining these efforts.

How else have you seen Unconscious Bias show up?

Tips and strategies to work through Bias

Requirements vs. preferences, traditions and conveniences
- hiring, building teams, projects

Engage in skill building - Exposure to experiences that contradict the bias we struggle with

Highlight those that are role models and contradict common stereotypes

Cross mentoring programs involving all types of diversity

Be open and welcoming of feedback

Judge from a who vs. what standpoint

Watch for cultural patterns that might be misinterpreted

Before you make a decision or quick reaction, you need to ask yourself 3 questions

1. Will this decision help or hinder a peer, co-worker or my work environment?
2. What potential biases could impact my judgment?
3. Am I doing this for the right reasons or is one of my biases influencing this?

What perceptions do I hold that are not serving me ?

What actions can I take to change these perceptions?

How can I arrange to expose myself to working with other types of individuals?

The beauties of nature come in all colors. The strengths of human kind come in many forms. Every human being is wonderfully unique. All of us contribute in different ways. When we learn to honor the difference, and appreciate the mix, we find harmony.

Unknown Author